

BLACKS IN NEW JERSEY - 1984

An Overview of Incomes and Occupations

Fifth Annual Report of the New Jersey
Public Policy Research Institute

Blacks in New Jersey

1984 Report

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ACKNOWLEDGEMENT

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The members of the New Jersey Public Policy Research Institute extend sincere thanks to the Brain Trust for its contribution.

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The New Jersey Public Policy Research Institute (NJPPRI), established in 1978, is a volunteer, non-profit, tax exempt organization. The Institute is concerned with identifying, analyzing and promulgating public policy issues significantly affecting the black residents of New Jersey. Further, the organization seeks to present these issues for appropriate public discussion and thereby contribute to the development of strategies that address these issues in ways beneficial to the State's Black population.

The Institute is state-wide in focus and attempts to work cooperatively with public policy oriented individuals and organizations throughout New Jersey.

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INTRODUCTION

This edition of "Blacks in New Jersey" provides a look into two components of quality of life central to the black experience in this State: income and occupation. Each of our earlier reports has contained some data relating to one or both of these subject areas. This report, however, is an attempt to provide a more detailed description of how New Jersey's black residents fit into the economic fabric of the State. The data used in this report are drawn almost exclusively from the 1970 and 1980 Census of Social and Economic Characteristics for New Jersey. These data are estimates developed from the survey of selected households during the Decennial Census of Population and Housing. Although estimates, the data are the best available for our purposes and are relied upon by most public and private sector analysts and planners. While the 1980 data are now almost five years old, they are useful in providing a point-in-time comparison with an earlier point-in-time, 1970, and give us a sense of where progress has been or currently is being made relative to that earlier period.

Last year, our report dealt solely with the subject of Mount Laurel II, the precedent-setting decision of the New Jersey Supreme Court concerning the provision of low- and moderate-income housing. That report was well-received and has been referred to on several occasions by the executive and legislative branches of New Jersey State government as they attempted to respond to the Court's directive. We include in this report a brief update on Mount Laurel II related developments. We

are pleased to know, and to be able to share with those who have followed our report series, that our work is in a small way contributing to the discussion of public policy in New Jersey.

Richard W. Roper

Editor

GENERAL ECONOMIC CONDITIONS IN NEW JERSEY

1981 - 1984

Brenlen Jenkins

"During the 1981-1982 national recession, New Jersey did not suffer nearly as much as the nation as a whole. The decline in real personal income in the state was small. In 1982 New Jersey's per capita personal income was \$2,000 greater than the rest of the nation. The growing importance of service industries in the State's economy partly accounts for this. Although manufacturing still employs most people in New Jersey, employment in this sector fell from 46 percent of the total workforce in 1951 to 25 percent in 1981, while employment in the service industry rose from 10 percent to 20.6 percent in the same period. In 1982, New Jersey's unemployment rate peaked at 9.0 percent.

"Over the next two years the economy of New Jersey dramatically improved. The unemployment rate declined steadily to 7.7 percent in April, 1983, reaching 6.8 percent a year later--one percentage point lower than the national average.

"Recent improvements in New Jersey's overall economic condition and its favorable State budget picture mask, however, the continuing decline of economic and fiscal conditions of the State's urban centers. A 1981 study by the Governor's Economic Policy Council shows that the State's six largest cities lost 16 percent of their population in the last two decades, while the rest of the State gained 29.8 percent. During the same period, these cities suffered employment losses of 5.6 percent in

the 60's and 23.1% in the 70's. Much of this is attributable to a sharp loss in manufacturing jobs that had far more severe effects in urban centers than it did in other parts of the state. However, the cities lost service jobs as well during the same period. By comparison, the State's suburban areas lost only one percent in manufacturing jobs and gained 182 percent in the service sector."¹

EMPLOYMENT, UNEMPLOYMENT AND PER CAPITA INCOME

Using Non-agricultural Payroll Employment as a guide to overall employment activity within the State, we observe that the situation in New Jersey is relatively good. From July 1981 through October 1983, the State posted a 0.63% increase in employment while it declined by 0.47% nationwide. The faster employment growth took place primarily in the service-producing sector, while the goods-producing sector declined by a somewhat larger percentage than the national average. In fact, "the service-producing sector showed remarkable immunity to recession in New Jersey." (1984 Economic Outlook, Governor's Economic Policy Council and Office of Economic Policy, p.14.) During the recession, the service sector declined by 0.24% nationally, while in New Jersey employment in services actually increased by 2.31%. Within that sector, wholesale and retail trade was especially impressive, increasing by 2.69%, with the nation posting a .15% increase. (1984 Outlook, p. 13.)

New Jersey also did well on the unemployment side. It posted a 7.7% unemployment rate for 1983, down from 9.0% for all of 1982.

Unemployment in the U.S., however, increased from 9.7 to 9.9% during

¹ The above excerpted from "The Effects of Federal Grant-in-Aid Changes in New Jersey, 1981-1984", Program for New Jersey Affairs, Princeton University.

this same time period. The New Jersey decline was largest for adult males, their rate going from 7.4 to 6.4, and smallest for youth who posted a meager 2.2% decline in the rate of joblessness (it still remained high though at 22.0%). The rate for blacks and other minorities in 1983 was quite high at 14.7%, but down from an even higher 16.3%. The national rate for this same group increased from 17.3 to 18.4% during this period. (1984 Outlook, p. 15.)

As to per capita income, New Jersey finds itself well above the national average. In 1983, New Jersey ranked third in the nation in per capita income at \$14,057. The U.S. average was \$11,675. In 1981, per capita personal income stood at \$12,127, while it was \$10,491 in the nation -- a sixteen percent differential. To put that in a regional perspective, we find Pennsylvania at \$10,370 and New York at \$11,466 for that same year. (New York State Statistical Yearbook, Office of the Budget, New York, p. 179.) Moreover, these figures are very much in line with historical trends. In 1970, per capita income in the U.S. was \$3893, with New Jersey at \$4684, Pennsylvania at \$3979, and New York at \$4605. In 1978, the U.S. rate was \$8706, and New Jersey at \$9702 again outpaced its regional counterparts, Pennsylvania (\$8559) and New York (\$9098).

We can see from the table following that in 1980 manufacturing accounted for over a quarter of all jobs in the State, with trade and services close but behind in their percentages. But by June, 1983, all three industries came in at roughly the same percentages, with wholesale and retail trade taking a slight edge over the other two. In keeping with national trends, the manufacturing sector continues to shrink as

the service industry and the entire service-producing sector continue to grow.

TABLE I

JOB DISTRIBUTION IN NEW JERSEY: 1980-1983

(By Industry)

<u>Industry</u>	<u>1980</u>	<u>1981</u>	<u>1982</u>	<u>3/83</u>	<u>6/83</u>
Manufacturing	25.5	24.9	23.6	23.2	22.6
Wholesale &					
Retail Trade	22.2	22.3	22.6	22.5	22.9
Services	19.7	20.6	22.6	21.8	22.1

Source: New Jersey Almanac, New Jersey Associates - 1984, pp. 35-39.

Certainly, strong service sector performance is to be desired. But New Jersey must take care not to pin all of its hopes on service sector economic growth independent of a solid manufacturing sector. In the 13th Annual Report of the Governor's Economic Policy Council and Office of Economic Policy, the authors make a convincing case on this subject. From their point of view, one cannot really compartmentalize employment growth into manufacturing and services. They maintain that most of the service employment areas examined, service sector gains were directly related to gains in the manufacturing sector, population growth, and overall measures of economic growth.

The distribution of jobs within the State is another salient issue and the following two tables shed some light on the issue. From the employment data in Table II, we can gauge the relative mix of industry in each region. In the North, there is a heavy emphasis on manufacturing, with trade and services somewhat less emphasized. All three industries garner about the same proportions of employment in Central Jersey, as it demonstrates a well-balanced industrial mix. In the South, with its tourist industry and resort communities, not to mention the gambling industry in Atlantic City, services predominate. Manufacturing and trade take relatively smaller shares.

Table II

NONAGRICULTURAL EMPLOYMENT IN NEW JERSEY, 1983*
(By Industry and SMSA)

	Manufacturing	Trade	Services
<u>NORTH</u>			
Hackensack	24.7%	30.1%	20.2%
Jersey City	27.6%	20.8%	15.6%
Newark	24.0%	19.6%	22.7%
Paterson	33.3%	22.1%	18.8%
Regional Average	27.4%	23.2%	19.3%
<u>CENTRAL</u>			
New Brunswick	26.6%	24.4%	16.6%
Trenton	18.4%	15.6%	26.2%
Regional Average	22.5%	20.0%	21.4%
<u>SOUTH</u>			
Atlantic City	6.8%	19.5%	45.4%
Camden	19.7%	26.1%	21.0%
Long Branch	13.4%	25.9%	27.5%
Vineland	27.6%	18.5%	18.3%
Regional Average	16.9%	22.5%	28.1%

*As of June, 1983 SOURCE: The New Jersey Economic Almanac, 1984 - N.J. Assoc., pp 38-39

From the Regional Job Distribution data in Table III we can see that the populous North takes the lion's share of jobs in every industry. Nonetheless, the South has an impressive share of jobs in the service industry, where the North's share is smallest.

Table III
REGIONAL JOB DISTRIBUTION: 1983

	<u>Manufacturing</u>	<u>Trade</u>	<u>Services</u>
NORTH	63.3%	56.8%	52.5%
CENTRAL	15.2%	14.1%	13.1%
SOUTH	16.0%	22.9%	25.9%

SOURCE: New Jersey Economic Almanac, 1984

Furthermore, the South has been growing faster than the North in the last twenty years. (Chapter VIII, 14th Annual Report, Economic Policy Council, p.70.) Employment growth there has advanced along with population growth, and between 1970-1978 the South's share of statewide employment increased at a rate of 3.1% per year, from 17% to 19% of the State total (the rate for the North was 1.3%).

BLACK INCOME

Fran Simmons

The profile of black income in New Jersey is as diverse as are other often-used indications of socioeconomic well being: occupation and education. The 1980 Census figures on New Jersey black income show that the mean household and family incomes were, respectively, \$15,762 and \$17,306. The income for unrelated individuals was \$7,902.¹ In the following sections, the distribution of income within the State will be described.² Since both household and family income are important descriptors of income sharing and dispersal, the State profile will discuss both.³

¹ The 1980 census reports income for the calendar year preceding the census, 1979. The terms household, family and unrelated individual are defined as follows. 1) Household - person or persons occupying a housing unit, such as a house, an apartment, or a group of rooms. In a household one person is designated as the householder. 2) Family - a householder and one or more persons living in the same household and are related to the householder by birth, marriage, or adoption. 3) Unrelated individual - a householder living alone or with non-relatives only, or a household member who is not related to the householder, or a person living in group quarters who is not an inmate of an institution.

² Data presented on the text and tables obtained from the 1980 Census, PC80-1-C32 N.J., General Social and Economic Characteristics, published by the Bureau of the Census; and from New Jersey 1980 Census of Population and Housing Municipal Profiles Volume V, published by the State Data Center.

³ The relationship between household formation and income is indeed complex. A household, for example, can be made up of two or more families, or a family and an unrelated individual. A shared household could mean shared living expenses thus increasing the amount of disposable income for persons in the household.

Household Income

More than half (57 percent) of all black households in 1979 had incomes below \$15,000. Further, slightly less than one-fourth had incomes between \$15,000 and \$24,999 in 1979. Statewide, only 20 percent of households had incomes above \$25,000 that year.

As seen in Table I, county variation in mean income is considerable. The highest mean income is found in Sussex county, where fewer than 200 black households averaged over \$25,800 in 1979. Four other counties had mean household incomes above \$20,000: Somerset (\$24,126), Bergen (\$22,403), Morris (\$21,521), and Burlington (\$20,393). The lowest mean household income for a county was in Hudson where black households averaged \$13,614 in 1979.

The distribution of income within counties also shows considerable variation. For example, while 64 percent of households in Hudson county were low income households (i.e., they had incomes below \$15,000), only 39 percent in Bergen were so classified. Similarly, 20 percent of Somerset's black households were in the high income (above \$35,000) category; however, in Salem county only 4 percent of households had incomes this high. Overall, in 11 counties the income distribution is skewed toward low income, while in five others -- Bergen, Burlington, Morris, Somerset, and Sussex, household income is more evenly distributed between income categories.

TABLE I

1979 Income of Black Households by County

County	Households	Percent Distribution				Mean Income
		Low Income	Lower Middle	Upper Middle	High Income	
Atlantic	11,215	62.4%	20.7%	10.5%	6.4%	\$14,518
Bergen	11,074	38.5	26.2	18.2	17.0	22,403
Burlington	12,640	39.2	28.3	19.2	13.3	20,393
Camden	21,665	61.3	22.0	10.3	6.4	14,591
Cape May	1,735	61.6	23.4	9.0	5.9	14,615
Cumberland	5,508	61.7	23.8	9.7	4.7	14,314
Essex	106,341	62.1	21.3	10.3	6.3	14,204
Gloucester	5,528	49.3	25.9	16.0	8.8	17,359
Hudson	22,794	63.9	21.0	10.1	5.0	13,614
Hunterdon	158	48.1	31.6	8.9	11.4	18,713
Mercer	17,212	58.7	23.3	10.9	7.1	14,886
Middlesex	10,672	43.6	27.6	15.9	12.9	19,445
Monmouth	13,640	56.0	23.3	12.8	7.8	16,083
Morris	3,055	35.2	28.8	19.9	16.1	21,521
Ocean	2,561	50.2	26.7	17.0	6.1	16,604
Passaic	17,696	62.8	22.8	8.9	5.4	13,698
Salem	3,071	57.5	26.1	12.4	4.0	14,253
Somerset	2,806	29.4	28.0	22.7	19.9	24,126
Sussex	181	30.4	32.0	23.2	14.4	25,852
Union	24,649	43.3	26.2	17.2	13.3	19,379
Warren	313	45.4	33.5	9.3	11.8	18,286
State Total	294,514	56.6%	23.1%	12.2%	8.1%	\$15,762

Low Income - Under \$15,000
 Lower Middle - \$15,000 to \$24,999
 Upper Middle - \$25,000 to \$34,999
 High Income - \$35,000 and over

Some percentages may not add to 100.0 due to rounding.

In Table II we observe that the type of incomes earned in 1979 by the overwhelming majority of black households were of the wage or salary type; more than 70 percent of households in each county received their incomes from wages or salaries. The mean income produced by wage and salary workers ranged from \$26,485 in Sussex to \$14,182 in Cumberland. In addition, a small proportion (3 percent) of households statewide had self-employment income. Finally, the proportion of households which received public assistance income in 1979 ranged from 26 percent in Salem to 7 percent in Bergen and Sussex.⁴

⁴ The census data did not differentiate between those households whose sole income was from a single income source and those whose income came from more than one source. It is possible, for example, for a household to have incomes both from wages and from public assistance.

TABLE II

Black Households by Type of Income in 1979 by County

County	Wage or Salary		Self-Employment*		Public Assistance	
	Percent of Households	Mean Income	Percent of Households	Mean Income	Percent of Households	Mean Income
Atlantic	76.8%	\$14,936	3.2%	\$ 7,925	22.9%	\$2,841
Bergen	88.9	21,766	5.8	13,285	7.2	2,691
Burlington	90.4	19,285	4.0	12,719	11.7	2,829
Camden	75.1	15,697	3.3	10,617	25.7	3,079
Cape May	80.3	14,257	6.6	5,376	18.4	2,807
Cumberland	80.3	14,182	2.6	11,361	26.1	3,197
Essex	72.8	15,860	2.8	10,018	25.7	3,118
Gloucester	78.6	18,302	3.8	12,181	15.3	2,757
Hudson	75.5	14,852	2.3	9,748	24.2	3,088
Hunterdon	81.6	18,562	12.0	8,830	13.9	1,856
Mercer	76.9	15,850	2.3	7,017	24.0	3,021
Middlesex	87.4	19,409	3.3	11,833	15.1	3,036
Monmouth	80.4	16,219	4.6	8,072	21.5	2,919
Morris	92.1	21,725	3.7	10,858	8.3	2,711
Ocean	82.7	16,101	4.1	16,713	22.1	3,052
Passaic	75.8	14,888	2.1	10,578	25.2	3,423
Salem	74.7	15,555	1.6	5,722	24.9	3,086
Somerset	93.7	23,669	3.3	13,160	10.8	2,446
Sussex	92.3	26,485	----	----	6.6	2,552
Union	84.7	19,896	3.4	10,700	15.6	2,967
Warren	81.5%	\$20,383	0.6%	\$30,005	14.7%	\$2,415
State Total	77.8%	\$16,807	3.1%	\$10,343	22.0%	\$3,056

* Non-farm only.

Family Income

Income of black families in New Jersey was higher than that for households and more evenly distributed. Nevertheless, a pattern similar to that for households emerges regarding income distribution by county. As seen in Table III, mean family income ranged from \$29,788 in Sussex to \$14,692 in Passaic. While 11 counties had a majority of households classified as low income, 10 of the 21 counties had families so classified. Further, there was a larger number of counties with high income families than households with high incomes. Table IV gives the income distribution of municipalities with significant proportions of black families.

TABLE III

1979 Income of Black Families by County

County	Families	Percent Distribution				
		Low Income	Lower Middle	Upper Middle	High Income	Mean Income
Atlantic	7,817	55.2%	24.0%	12.9%	7.9%	\$16,628
Bergen	8,335	32.3	24.2	22.1	20.6	24,777
Burlington	10,484	36.4	27.9	20.5	15.2	21,439
Camden	14,905	56.4	23.7	12.3	7.6	15,808
Cape May	1,125	53.3	30.3	9.2	7.2	16,064
Cumberland	4,305	58.2	25.0	11.6	5.2	13,176
Essex	74,590	57.1	22.6	12.4	7.9	15,682
Gloucester	4,298	44.5	27.1	18.0	10.4	18,891
Hudson	16,229	58.6	23.0	12.3	6.1	14,869
Hunterdon	120	46.7	31.6	6.0	15.0	19,817
Mercer	12,693	53.9	24.9	13.1	8.1	16,129
Middlesex	7,949	38.2	28.0	18.3	15.5	20,951
Monmouth	10,060	51.3	23.7	15.1	9.9	17,628
Morris	2,376	32.9	26.7	22.0	18.4	22,789
Ocean	2,146	47.8	28.2	16.9	7.1	17,372
Passaic	13,722	59.0	24.2	10.6	6.2	14,692
Salem	2,276	50.6	29.1	15.8	4.5	15,744
Somerset	2,330	27.1	24.8	23.9	23.2	25,451
Sursex	136	18.4	33.2	29.4	19.0	29,788
Union	19,354	37.0	27.4	19.7	15.9	21,396
Warren	229	36.2	35.0	12.6	16.2	20,374
State Total	216,479	51.4%	24.4%	14.5%	9.7%	\$17,306

Low Income - Under \$15,000
 Lower Middle - \$15,000 to \$24,999
 Upper Middle - \$25,000 - \$34,999
 High Income - \$35,000 and over

TABLE IV

1979 Black Family Income for Selected Municipalities

<u>County/ Municipality</u>	<u>Number of Families</u>	<u>Low Income</u>	<u>Percent Distribution</u>		<u>High Income</u>	<u>Mean Income</u>
			<u>Lower Middle</u>	<u>Upper Middle</u>		
<u>Atlantic</u>						
Atlantic City	4,558	61.5%	21.8%	10.0%	6.7%	\$15,189
Pleasantville	1,581	50.0	24.4	17.0	8.6	17,613
<u>Bergen</u>						
Englewood	2,524	40.7	22.3	22.0	15.0	21,345
Hackensack	1,926	46.5	29.5	16.4	7.6	18,226
Teaneck Twp.	2,404	15.8	24.5	27.3	32.4	30,310
<u>Burlington</u>						
Pemberton Twp.	1,556	40.2	29.0	18.0	12.8	20,445
Willingboro	3,688	19.1	31.0	28.4	21.5	25,772
<u>Camden</u>						
Camden City	10,298	67.0	20.9	9.0	3.1	12,534
<u>Cape May</u>						
Wildwood	239	61.9	22.6	7.9	7.5	14,405
<u>Cumberland</u>						
Bridgeton	1,446	73.1	17.5	6.8	2.6	11,993
Fairfield Twp.	684	47.5	27.6	15.2	9.6	17,500
<u>Essex</u>						
East Orange	15,549	47.6	25.4	16.3	10.7	18,118
Irvington	5,711	46.5	27.5	18.4	7.5	17,696
Montclair	2,905	37.5	23.9	16.4	22.2	22,979
Newark	44,372	65.5	20.4	9.2	4.9	13,233
Orange City	4,395	43.5	29.5	16.5	10.5	19,074
<u>Gloucester</u>						
Paulsboro	468	49.6	26.5	18.6	5.3	16,614
Woodbury City	383	62.9	17.0	11.2	8.9	16,288
<u>Hudson</u>						
Jersey City	14,383	58.6	23.1	12.1	6.2	14,885
<u>Mercer</u>						
Trenton	9,562	60.7	23.0	11.0	5.3	14,319
<u>Middlesex</u>						
New Brunswick	2,412	56.6	27.6	10.1	5.7	15,167
Piscataway	1,392	27.6%	21.6%	26.3%	24.5%	\$25,157

TABLE IV (Continued)

1979 Black Family Income for Selected Municipalities

<u>County/ Municipality</u>	<u>Number of Families</u>	<u>Low Income</u>	<u>Percent Distribution</u>		<u>High Income</u>	<u>Mean Income</u>
			<u>Lower Middle</u>	<u>Upper Middle</u>		
<u>Monmouth</u>						
Asbury Park	1,892	69.7%	18.1%	9.5%	2.7%	\$12,334
Long Branch	1,361	69.7	16.4	7.6	6.3	13,541
Neptune Twp.	2,360	40.0	30.0	16.8	13.2	20,076
Red Bank	706	51.0	25.2	14.6	9.1	16,633
<u>Morris</u>						
Morristown	1,033	48.0	24.8	16.5	10.7	18,174
<u>Ocean</u>						
Lakewood Twp.	1,232	47.5	28.5	19.6	4.4	16,578
<u>Passaic</u>						
Passaic	2,589	62.8	23.6	9.3	4.2	13,433
Paterson	10,780	58.9	23.9	10.8	6.3	14,777
<u>Salem</u>						
Penns Grove	457	53.8	33.7	9.2	3.1	14,135
<u>Somerset</u>						
Franklin Twp.	1,739	28.1	22.8	24.9	24.2	25,558
<u>Union</u>						
Elizabeth	4,467	55.8	26.6	10.5	7.1	15,259
Hillside Twp.	1,601	23.1	23.9	30.3	22.7	25,645
Linden City	1,588	30.8	27.8	22.0	19.4	23,817
Plainfield	6,316	34.5	28.4	21.4	15.7	21,731
Roselle Boro	1,406	32.2%	24.7%	20.2%	22.9%	\$23,718

Low Income - Under \$15,000
 Lower Middle - \$15,000 - \$24,999
 Upper Middle - \$25,000 - \$34,999
 High Income - \$35,000 and over

Census data also provide a description of income by type of family. Table V shows the distribution of income by county for married-couple and female-headed families. The median income for a married-couple family in 1979 was \$21,135 compared with \$7,775 for a female-headed family.⁵ A family headed by a woman with no husband present thus had only 37 percent of the income of a married-couple family. (In no county does the median income for the female-headed family exceed that for married couples.) One can conclude from these data that the median family income statistic is being suppressed by the low income of female-headed family units. Further, when the data on presence of children are examined, it is seen that female-headed families have incomes which are only 30 percent of that of married-couples families with children. The phenomenon of the female-headed family and its relationship to income warrants further discussion.

Statewide, 40 percent of black families are headed by females with no husbands present. The number of these families grew by 69 percent between 1970 and 1980, from 51,225 to 86,629. Along with the growth came increasing poverty. According to Table VI, in 1979 almost 24 percent of all black families in New Jersey had incomes below the poverty level; 76 percent of these families were headed by females. As seen in Table VI, the number of black families in poverty range from 2 percent in Sussex to 30 percent in Hudson. However, the percent of female-headed families in poverty was much higher; the lowest proportion was 17 percent (Somerset), and the highest proportion, 54 percent (Passaic).

⁵ Note: The income data by family type were provided in medians only.

TABLE V

1979 Black Family Income by Type of Family
and Presence of Own Children

County	Married Couple Families			Fem. Householder, No Husband Present		
	Median Income	w/Children Under 18	wo/Children Under 18	Median Income	w/Children Under 18	wo/Children Under 18
Atlantic	\$19,213	\$20,144	\$18,395	\$ 8,863	\$ 7,635	\$11,535
Bergen	26,144	27,913	23,536	10,923	9,741	13,729
Burlington	23,463	24,197	21,590	9,763	9,065	14,548
Camden	20,036	20,654	19,297	6,956	5,961	11,024
Cape May	18,187	18,575	17,037	8,559	7,917	9,318
Cumberland	18,427	19,948	16,730	7,790	7,305	9,317
Essex	19,850	20,570	18,536	7,412	6,307	12,415
Gloucester	21,318	22,016	20,335	8,133	6,250	10,692
Hudson	18,297	19,139	16,908	6,978	6,082	12,703
Hunterdon	18,000	17,639	18,542	14,063	21,250	9,167
Mercer	20,726	21,445	19,001	7,813	6,893	12,383
Middlesex	24,062	24,676	22,702	8,941	7,548	15,369
Morrmouth	20,567	21,486	19,090	7,956	6,827	11,775
Morris	26,039	26,576	25,362	11,415	9,692	18,711
Ocean	20,981	20,974	21,000	7,308	6,224	12,500
Passaic	18,990	19,239	18,183	6,479	5,722	10,975
Salem	19,819	21,580	16,278	6,882	5,780	10,812
Somerset	28,852	30,189	24,978	14,243	13,097	16,641
Sussex	25,893	29,167	20,750	10,938	10,938	---
Union	24,325	25,640	21,502	10,157	7,951	15,689
Warren	23,846	24,615	21,071	6,333	4,911	11,250
State Total	\$21,135	\$21,947	\$19,719	\$ 7,775	\$ 6,651	\$12,311

TABLE VI

Black Family Income in 1979 Below Poverty Level

County	Families	Families Below Poverty	% of All Families	Female Headed Families	Female Headed Families Below Poverty		% Female Headed Families Below Poverty of all Families Below Poverty
					Below Poverty #	%	
Atlantic	7,817	1,647	21.1%	3,473	1,256	36.2%	76.2%
Bergen	8,335	728	8.7	2,218	500	22.5	68.7
Burlington	10,484	1,193	11.4	2,331	703	30.2	58.9
Canden	15,905	4,346	27.3	6,932	3,336	48.1	76.8
Cape May	1,215	200	17.8	375	136	36.3	68.0
Cumberland	4,305	1,137	26.4	1,700	820	48.2	72.1
Delaware	74,590	21,095	28.4	34,101	16,257	47.6	77.1
Gloucester	4,298	710	16.5	1,156	506	43.8	71.3
Hudson	16,229	4,871	30.0	7,510	3,754	50.0	77.1
Jersey	120	28	23.3	21	-	-	-
Mercer	12,693	3,045	24.0	5,603	2,406	42.9	79.0
Middlesex	7,949	1,302	16.4	2,408	914	38.0	70.2
Monmouth	10,060	2,168	21.4	3,729	1,559	41.8	72.6
Morris	2,376	269	11.3	711	172	24.2	63.9
Newark	2,146	555	24.0	706	362	51.3	70.3
Passaic	13,722	4,272	31.1	6,520	3,483	54.3	81.5
Union	2,276	526	23.1	845	417	49.3	79.3
Warren	2,330	156	6.7	540	93	17.2	60.8
Westchester	136	3	2.2	10	-	-	-
York	19,354	2,663	14.3	5,658	1,950	34.5	70.6
York	229	45	19.7	72	37	51.4	82.2
State Total	216,479	50,999	23.6%	86,629	38,661	44.6%	75.8%

Black Versus White Income

The income levels of black New Jersey households and families exceed the national average for blacks. In 1979, black households nationwide had a mean income of \$14,051, and black families nationwide, a mean income of \$15,684. New Jersey's mean incomes were, respectively, \$15,762 and \$17,306. The mean income for unrelated individuals was also above the national average: \$7,902 compared with \$6,916.⁶ Nevertheless, these income levels for the state's black population was below that for whites.

As seen in Table VII, black household mean income for 1979 was only 65 percent of white household income, black family income was only 62 percent of that for whites, and the income of black unrelated individuals was 74 percent of white income in this category.⁷ Although black per capita income grew by 127 percent between 1969 and 1979 from \$2,243 to \$5,101, black per capita income was only 58 percent of that for whites in 1979. While there are a few municipalities where black mean income exceeds that for whites, they are few in number (less than 70) and tend to have a small black population. For example, in Bergen County, Fairlawn Borough's 22 black families had a mean income of \$78,901, compared with the borough's white family mean income of \$30,450. However, at the county level it is only in Sussex county that

⁶ National data obtained from Detailed Population Characteristics, United States Summary PC 80-1-D1-A, Bureau of the Census.

⁷ Clearly, household or family income is a function of the number of workers. Controlling for the number of workers per family (this data not provided for households), with one worker in each family, black income was 54 percent of white income; with two workers, black income was 82 percent of white income; and with three workers, black income was 81 percent of white income.

TABLE VII

1979 Black Income as a Percent of White Income by County

County	<u>I n c o m e C a t e g o r y</u>			
	<u>Household</u>	<u>Family</u>	<u>Unrelated Individuals</u>	<u>Per Capita</u>
Atlantic	71%	70%	71%	62%
Bergen	78	76	75	73
Burlington	85	82	75	75
Camden	66	63	75	60
Cape May	82	76	95	68
Cumberland	76	72	82	62
Essex	56	52	72	51
Gloucester	81	80	88	79
Hudson	76	70	85	64
Hunterdon	67	64	79	31
Mercer	60	57	77	53
Middlesex	76	74	79	69
Monmouth	62	60	72	58
Morris	70	68	70	68
Ocean	88	82	70	65
Passaic	61	57	68	51
Salem	71	70	75	64
Somerset	79	75	74	65
Sussex	107	115	84	100
Union	73	70	76	61
Warren	86%	85%	81%	74%
State Total	65%	62%	74%	58%

* Mean income only

black household, family, and per capita mean incomes exceed or are equal to those of whites.

Summary

Black income in New Jersey is higher than the national average for blacks, while below that of the State's white population. The distribution of black income within the state indicates that blacks with the highest incomes are concentrated in the counties of Bergen, Burlington, Morris, and Somerset.

The disparity in the income of blacks highlights the growing gap caused by differences in family type. Married-couple families are much better off economically than are families headed by a female with no husband present. As female-headed families continue to grow, they will account for ever increasing proportions of black poverty.

BLACK OCCUPATIONS

Richard W. Roper
Jesse G. Jackson

The range of occupations held by blacks in New Jersey is wide according to data revealed in the 1980 Decennial Census. The detailed reporting of occupations listed in this most recent census shows that of the 343,469 employed blacks in the State, age 16 years and over, 53,630 were employed in managerial and professional specialty occupations; 95,927 held technical, sales, and administrative support occupations; 71,694 were in service occupations; 28,006 held positions in precision production, craft and repair occupations; and 92,906 blacks were employed as operators, fabricators and laborers. Another 1,306 blacks were engaged in farming, forestry, and fishing occupations. Table I shows a comparison between 1970 and 1980 of the various occupation categories, the number of blacks employed in each and the types of jobs that fall within each category.

The table reveals that over the ten year interval blacks made important gains in many occupation categories. The total number of blacks employed in the listed occupations increased by 73,095 during the decade. The data also show that there were significant shifts in the ranking of occupation categories in which blacks were found over this ten-year period. In 1970, 38 percent of employed blacks were listed as operators, fabricators and laborers; 23 percent were in service occupations; 18 percent in technical, sales and administrative support positions; 11 percent were in managerial occupations; and 9 percent in craft and repairer occupations. Approximately 71 percent of employed

TABLE I
Employed Blacks
By Occupation in New Jersey
1970 - 1980

25.

	<u>1 9 7 0</u>		<u>1 9 8 0</u>	
	Numbers	%	Numbers	%
Employed Persons 16 Years & Over	270,374		343,469	
Managerial&Professional Specialty Occupations	28,772	11	53,630	16
Executive,administrative & managerial occupations				
Professional specialty occupations				
Technical, Sales & Administrative Support Occupations	49,702	18	95,927	28
Health technologists & technicians				
Technologists & technicians, except health				
Sales occupations				
Administrative support occupations, including clerical				
Service Occupations	61,127	23	71,694	21
Private household occupations				
Protective service occupations				
Service occupations,except protective & household				
Farming, Forestry, & Fishing Occupations	2,199	1	1,306	1
Farm operators & managers				
Farm workers & related occupations				
Precision Production, Craft, & Repair Occupations	24,937	9	28,006	8
Mechanics & repairers				
Construction trades				
Precision production occupations				
Operators, Fabricators & Laborers	103,637	38	92,906	27
Machine operators & tenders, except precision				
Fabricators, assemblers, inspectors & samplers				
Transportation occupations				
Material moving equipment operators				
Handlers, equipment cleaners, helpers & laborers				

SOURCE: 1970 and 1980 Censuses, Social and Economic Characteristics, New Jersey.

blacks in 1970 were in non-professional, blue-collar type occupations; 39 percent were in professional or white-collar occupations. By 1980, the data show, blacks had increased their level of participation in professional occupations. Approximately 44 percent of employed blacks were engaged in white-collar occupations and 56 percent in non-professional or blue-collar occupations.

Statewide Occupational Distribution of Employed Blacks: 1980

Table II reveals that less than a third of employed blacks held positions in central cities, and that 63 percent of the total number of employed blacks were located in the so-called "urban fringe."¹ Central cities trail the urban fringe in every occupation category in terms of numbers of blacks employed. Approximately 22 percent of black managers were employed in central cities, while almost three-quarters of the total number of blacks in managerial positions were found to be in the urban fringe. About 30 percent of sales and administrative support occupations held by blacks were in central cities, and 65 percent in the urban fringe. The service occupations were distributed between central cities and the urban fringe, 32 percent to 59 percent, and laborers, 33 percent to 60 percent. By far the largest number of blacks were employed in the Newark Standard Metropolitan Statistical Area (SMSA)² as

¹ Urban fringe is defined as that part of an urbanized area, excluding the central city. It is composed of the central city's surrounding, closely settled territory including incorporated places of 2,500 or more, and small places of less than 2,500 but with 100 housing units or more.

² An SMSA has one or more central counties containing the area's main population concentration; an urbanized area with at least 50,000 inhabitants. An SMSA may also include outlying counties which have close social and economic relationships with the central counties.

TABLE II
Employed Blacks by Occupation in New Jersey
Central Cities and Urban Fringe: 1980*

	Central Cities		Urban Fringe	
	<u>Numbers</u>	<u>%</u>	<u>Numbers</u>	<u>%</u>
Employed Persons 16 Years & Over	103,277	30	218,792	63
Managerial & Professional Specialty Occupations	12,206	22	38,292	71
Technical, Sales & Administrative Support Occupations	28,792	30	62,669	65
Service Occupations	23,320	32	42,654	59
Farming, Forestry, & Fishing Occupations	323	24	702	53
Precision Production, Craft, & Repair Occupations	7,723	27	18,222	65
Operators, Fabricators & Laborers	30,913	33	56,253	60

* Some of New Jersey's cities with small populations are not listed in the census as central cities, they are instead treated as part of a nearby, larger central city's urban fringe.

SOURCE: 1980 Census, Social and Economic
Characteristics, New Jersey

shown in Table III. A distant second place was held by the New Jersey portion of the Philadelphia, Pennsylvania/New Jersey SMSA. The Jersey City SMSA ranked third, followed by the Paterson/Clifton/Passaic SMSA, followed by the Trenton SMSA. The northern New Jersey area clearly contained the overwhelming number of employed blacks in all occupation categories. The Newark and Jersey City SMSA's alone accounted for 52 percent of the blacks employed in the listed occupations. In contrast, the Philadelphia/New Jersey SMSA accounted for only 12 percent.

Table IV reveals that New Jersey's five largest cities (Newark, Jersey City, Elizabeth, Paterson and Camden) contributed approximately 34 percent of the total number of blacks employed in the occupations listed. If East Orange and Irvington are included in the computation, the percent rises to 44 percent of the total. In Table V we observe that over 61 percent of total black employment as reported in the 1980 Census was located in the northern New Jersey counties of Essex, Hudson, Bergen, Union and Passaic.

Distribution of Occupations by County of Employed Blacks: 1980

The data in Table V also reveal that in a county-by-county breakdown of occupations in which blacks were engaged, Sussex County contained the highest percent of black managers/professionals. Of the 268 employed blacks in the county, 144 - or 37 percent - were identified as managers or professionals. Bergen and Burlington counties ranked second with approximately 22 percent each, followed by Middlesex with 19 percent and Monmouth, Morris, Ocean and Warren with approximately 18 percent each. Passaic, Salem, and Hudson had the lowest percent of black professions; 10, 11, and 12 percent respectively.

TABLE III
EMPLOYED BLACES BY OCCUPATION IN NEW JERSEY
STANDARD METROPOLITAN STATISTICAL AREA
1980

	Allentown Bethlehem Easton, Pa N. J. Pt	%	Atlantic City	Jersey City	Long Branch Asbury Park	New Brunswick Pettit Ansoy Sayreville	New York, NY/ New Jersey N. J. Pt
Employed Persons 16 Years & Over	350		2,817	24,450	19,888	4,856	16,597
Managerial & Professional Specialty Occupations	63		1,902	3,132	2,817	2,774	3,645
Technical, Sales & Administrative Support Occupations	110		3,066	7,563	3,832	4,197	5,481
Service Occupations	59		4,376	4,239	3,870	2,605	3,012
Farming, Forestry, & Fishing Occupations			49	53	37	4	78
Precision Production, Craft, & Repair Occupations	23		871	81	14	17	284
Operators, Fabricators, & Laborers	97		2,573	7,883	830	1,211	3,199

SOURCE: 1980 Census, Social and Economic Characteristics, New Jersey

TABLE III (continued)
EMPLOYED BLACKS BY OCCUPATION IN NEW JERSEY
STANDARD METROPOLITAN STATISTICAL AREA
1980

	Newark	Petersen/ Clifton/ Passaic	Philadelphia, Pa/ New Jersey N. J. Pt	Trenton	Vineland Millville/ Bridgeport	Wilmington, Del/ New Jersey/Hd N. J. Pt
Employed Persons 16 Years & Over	158,607	20,589	44,605	20,196	5,938	1,476
Managerial & Professional Specialty Occupations	24,403	2,030	8,370	2,583	611	341
Technical, Sales & Administrative Support Occupations	46,362	4,534	12,337	6,216	720	541
Service Occupations	30,856	4,395	9,026	5,432	1,495	639
Farming, Forestry, & Fishing Occupations	413	36	206	106	107	34
Precision Production, Craft, & Repair Occupations	12,921	1,710	4,119	1,279	619	334
Operators, Fabricators, & Laborers	43,652	7,884	10,547	4,589	2,386	1,187

SOURCE 1980 Census, Social and Economic Characteristics, New Jersey

TABLE 17
Employed Blacks by Occupation in New Jersey
Selected Cities 1980

	<u>Bayonne</u>	<u>Bridgeton</u>	<u>Camden</u>	<u>Clifton</u>	<u>East Orange</u>	<u>Elizabeth</u>	<u>Irvington</u>	<u>Jersey City</u>	<u>Long Branch</u>	<u>Middle- town</u>
Employed Persons 16 Years & Over	857	1,804	12,347	183	27,995	7,049	10,348	21,359	2,006	133
Managerial & Professional Specialty Occupations	127	147	1,685	27	4,915	775	1,518	2,527	249	95
Technical, Sales & Administrative Support Occupations	209	256	2,902	55	9,318	1,705	3,182	6,687	534	79
Service Occupations	183	483	1,276	64	5,107	1,191	1,885	3,800	654	0
Farming, Forestry, & Fishing Occupations		2	37		57	3		5	2	
Precision Production, Craft, & Repair Occupations	63	184	918	17	2,217	430	97	1,142	76	23
Operators, Fabricators & Laborers	275	713	3,549	17	6,518	2,717	2,581	6,441	170	29

SOURCE: 1980 Census, Social and Economic Characteristics, New Jersey

TABLE IV (continued)
Employed Blacks by Occupation in New Jersey
Selected Cities 1980

	<u>Millville</u>	<u>Newark</u>	<u>New Brunswick</u>	<u>Passaic</u>	<u>Paterson</u>	<u>Perth Amboy</u>	<u>Trenton</u>	<u>Union City</u>	<u>Vineland</u>
Employed Persons 16 Years & Over	530	58,497	4,183	3,687	16,217	1,309	13,766	749	1,633
Managerial & Professional Specialty Occupations	87	6,828	572	366	1,497	175	1,391	146	213
Technical, Sales & Administrative Support Occupations	51	15,803	966	871	3,490	236	4,198	235	230
Service Occupations	114	12,293	979	748	3,500	270	3,923	66	378
Farming, Forestry, & Fishing Occupations	16	117	18	10	16		82		22
Precision Production, Craft, & Repair Occupations	52	4,581	219	327	1,330	84	903	63	184
Operators, Fabricators & Laborers	210	18,875	1,429	1,385	6,384	544	3,269	239	605

SOURCE 1980 Census, Social and Economic Characteristics, New Jersey

TABLE 1
Employed Blacks by Occupation in New Jersey
Counties, Percent Distribution
1980

	Atlantic	Bergen	Burlington	Camden	Cape May	Cumber- land	Essex	Gloucester	Hudson	Hunterdon
Employed Persons 16 Years & Over (Total Numbers)	17,817	16,597	15,997	22,065	1,814	5,938	113,709	6,543	24,440	294
Managerial & Professional Specialty Occupations	14%	22%	22%	17%	14%	10%	14%	16%	12%	47
Technical, Sales & Administrative Support Occupations	23	43	30	16	34	12	29	25	31	14
Service Occupations	34	18	17	22	34	24	20	20	7	76
Precision Production, Craft, & Repair Occupations	4	7	9	8	8	10	8	11	7	15
Operators, Fabricators & Laborers	20%	16%	21%	24%	23%	40%	26%	25%	34%	28

TABLE V (continued)
Employed Blacks by Occupation in New Jersey
Counties Percent Distribution
1980

	Mercer	Middlesex	Monmouth	Morris	Ocean	Passaic	Salem	Somerset	Sussex	Union	Warren
Employed Persons 16 Years & Over (Total Numbers)	20,196	16,856	15,888	5,212	3,486	20,589	3,076	4,692	7	34,994	15
Managerial & Professional Specialty Occupations	13%	19%	18%	18%	18%	10%	11%	18%	11%	15%	17%
Technical, Sales & Administrative Support Occupations	31	28	24	30	8	22	7	28	13	8	1
Service Occupations	27	17	24	11	28	11	20	1	1	17	6
Precision Production, Craft, & Repair Occupations	6	6	8	7	1	8	10	8		8	6
Operators, Fabricators & Laborers	22%	28%	24%	9%	24%	38%	35%	16%	4%	1%	27%

SOURCE: 1980 Census, Social and Economic Characteristics, New Jersey

In terms of technical/administrative support occupations, Bergen county contained the largest percent of blacks in this category. Thirty-three percent of the county's employed blacks were listed as employed in technical/administrative support occupations. Warren and Hudson contained 31 percent each and Burlington and Morris each had approximately 30 percent.

The counties of Cape May and Atlantic lead the list insofar as black employment in this occupation category as a percent of total black employment. In Cape May, 36 percent of employed blacks were in the service industries, 34 percent is the figure in Atlantic County. No county had less than 16 percent of its employed blacks in this occupation category.

Cumberland county had the largest share of its employed blacks in the operator/laborer category, with 40 percent so employed. Passaic and Salem counties were close behind with 38 percent of employed blacks in this category. Somerset and Bergen contained the smallest percent, 17 and 18 percent respectively, of total employed blacks in this occupation category.

Statewide Distribution of Employed Blacks by Industry: 1970-1980

On an industry-by-industry basis, Table VI reveals that in 1980 the bulk of employed blacks in New Jersey were engaged in manufacturing and in professional occupations. An equal number of blacks could be found in these fields of endeavor, 87,235, or 25.4 percent, in manufacturing and 87,385, or 25.4 percent, in professional and related industries. The table also shows that between 1970 and 1980 while the absolute number of blacks in manufacturing increased by more than 8,971, (1970

TABLE VI

Employed Blacks by Industry in
New Jersey: 1970*-1980

INDUSTRY	1 9 7 0		1 9 8 0	
	NUMBER	%	NUMBER	%
TOTAL	287,200	100.0	343,469	100.0
Agriculture, forestry and fisheries	1,463	.5	911	.3
Mining	267	.1	308	.1
Construction	10,314	3.6	10,307	3.0
Manufacturing	78,267	27.2	87,238	25.4
Non-Durable	36,851	12.8	41,717	12.1
Durable goods	41,416	14.4	45,521	13.3
Transportation, communications, and other public utilities	18,418	6.4	35,064	10.2
Wholesale and Retail trade	32,012	11.1	42,499	12.4
Finance, insurance and real estate	8,922	3.1	19,196	5.6
Business and repair services	8,489	3.0	15,105	4.4
Personal services	22,649	7.9	16,698	4.9
Entertainment and recreation services	1,032	.4	3,326	1.0
Professional and related services	45,469	15.8	87,385	25.4
Public administration	14,951	5.2	25,430	7.4

*1970 data include blacks and other minorities and is therefore inflated, however 15.7% of the population did not respond to industry survey questionnaire which results in some underrepresentation in categories.

SOURCE: 1970 and 1980 Censuses, Social and Economic
Characteristics in New Jersey

TABLE VII

Comparison of Selected Industry
Participation Rates for Blacks and
Whites in New Jersey: 1980

Industry	% Black Participation	% White Participation
% Total	100.0	100.0
Manufacturing	25.4	24.4
Durable	13.3	12.0
Non-Durable	12.1	12.4
Transportation	10.2	8.2
Wholesale and Retail Trade	12.4	21.6
Business	4.4	5.5
Entertainment	1.0	1.1
Professional	25.4	19.1
Public Administration	7.4	5.2

figures include other minorities) the proportion of all employed blacks in manufacturing actually declined by approximately 1.8 percent. In the professions, however, black participation increased by more than 9.6percent.

Table VII indicates that on the basis of total number of employed blacks, the percent in professional and related fields is much larger than the percent of employed whites, 25 percent vs. 19 percent. Although not as striking, a higher percent of employed blacks are in the field of public administration, 7.7 percent for blacks and 5 percent for whites. Blacks, however, are far behind whites in the area of wholesale and retail trade involvement.

Summary

Blacks in New Jersey are employed in the full range of occupation categories found in New Jersey. Between 1970 and 1980, the number of employed blacks in the occupations listed in Census data increased by more than 73,000. During the decade black participation in professional and related occupations increased from 39 percent of total employed in 1970 to 44 percent in 1980. Non-professional occupations among blacks fell from 71 percent to 56 percent during the same period.

Blacks have followed the movement of jobs out of central cities to the surrounding areas, 63 percent of the employed blacks were found in the urban fringe, while almost 30 percent were employed in the central cities. On a regional basis, employed blacks were in much larger numbers in New Jersey's northern counties, especially Essex, Hudson, and Union. Sussex County contained the highest percent of employed blacks in managerial/professional occupations, Passaic had the lowest percentage.

Over the ten years 1970-1980, blacks have reduced their participation in manufacturing and substantially increased participation in professional occupations. Approximately 25 percent of employed blacks, as of the 1980 Census, were engaged in manufacturing and 25 percent in professional and related occupations. In 1970 the percentages were 27 percent manufacturing and 15 percent professional.

MOUNT LAUREL II -- AN UPDATE

In 1975, the New Jersey Supreme Court decided in Southern Burlington County NAACP v. Township of Mount Laurel that zoning ordinances of a developing municipality are invalid if they fail to provide a realistic opportunity for the construction of housing to meet the municipality's fair share of the low- and moderate-income housing needed in the region. This was the landmark Mount Laurel I decision that some expected would result in opening up the suburbs to the many who previously had been excluded. This, however, did not occur. Instead, municipalities, faced with challenges to their restrictive zoning ordinances, flooded the lower courts with lengthy and expensive litigation. And outside of central cities, few low- and moderate-income houses were built.

Eight years after Mount Laurel I, the New Jersey Supreme Court spoke once again to the issue of exclusionary zoning. In this second Mount Laurel decision the Court declared: "The State controls the use of land, all of the land. In exercising that control, it cannot favor rich over poor. It cannot legislatively set aside dilapidated housing in urban ghettos for the poor and decent housing elsewhere for everyone else." The Court came to grips in Mount Laurel II with the weaknesses of Mount Laurel I. It imposed on all municipalities a requirement to act affirmatively in making provisions for housing its own low- and moderate-income citizens and it instructed developing municipalities to meet not only their local needs but to provide their fair share of the housing needed in the region. It then instructed municipalities to offer "affirmative inducements" to developers in order to facilitate construction of the type of housing mandated.

The Court set up a structure for resolving such issues as the definition of a "region" and determination of "fair share." Three judges, each handling a region of the state, were designated to hear all Mount Laurel-related cases and to resolve such questions as fair share and what comprises a region. And in determining which communities are developing and which are excluded from the affirmative requirement, the judges were instructed to rely on the State Development Guide Plan. This document, prepared by the Bureau of State Planning in the Department of Community Affairs, has been uniformly regarded as a useless collection of planning drafts. The Court's designation of the Plan as a tool in decision-making regarding the allocation of low- and moderate-income housing overnight catapulted the Guide Plan into immediate and unexpected significance.

In a very real sense, the Court, in its unanimous decision, attempted to address every possible evasive tactic likely to emerge from recalcitrant municipalities. The extent of its serious intent is reflected in one sentence in the decision, "We may not build houses," the Court said, "but we do enforce the Constitution." There can be little doubt that the Court was making clear its lack of tolerance for further foot-dragging by New Jersey communities wishing to circumvent their Constitutional responsibilities.

In last year's edition of "Blacks in New Jersey," we focused our attention on this issue. Since the publication of that report, several important developments have occurred relating to the Mount Laurel II decision that should be of interest to our readers.

Once it became clear that the Court had every intention of imposing its will on municipalities, local governments began pressuring state government executive and legislative leaders to act. Local leaders concluded that structuring a response to Mount Laurel II through the political process would better serve their interests than would further attempts to "stonewall" the Court's directive. Once the Court began to render decisions in favor of developers seeking to build low- and moderate-income housing in several suburban communities, stalling was no longer a useful preventive tactic.

State government leaders took their first step in shaping a response to Mount Laurel II by focusing on the inadequacies of the State Development Guide Plan. As a tool for policy making, the Guide Plan was regarded by most informed observers as outdated. It was also seen as a document developed to serve a purpose less imposing than that recommended by the Court. These concerns led to the development of legislation, S-1464, sponsored by Senator Gerald Stockman, to establish a State Planning Committee and an Office of State Planning in the Department of the Treasury. This bill, if enacted, would create a statewide planning process that allows representatives of municipal, county, legislative, executive, and civic interests to be considered in shaping future development practices in New Jersey. The bill seeks to establish a mechanism that will remove decision-making about land use from the courts and instead, foster statewide consensus building through political negotiation. The bill, which has been forged through bipartisan cooperation, has passed the New Jersey Senate and awaits action in the Assembly.

The second step taken by state leaders was a bill introduced by Senator Wynona Lipman that sets up a process for local governments to determine their capacity to absorb low- and moderate-income housing. Senate bill 2046 is a direct response to the State Supreme Court's mandate that local governments act affirmatively to construct housing affordable to low- and moderate-income residents of New Jersey. The bill not only defines a process for determining local "fair share" but also includes an appropriation to support local construction activities. The "Fair Housing Act" is currently under consideration in the Senate's State Government, Federal and Interstate Relations Committee, chaired by Senator Lipman.

The Stockman and Lipman bills are important developments along the road to reasonable state government response to the New Jersey Supreme Court's Mount Laurel II mandate. We encourage our readers to become more familiar with these bills and to express their views regarding them to appropriate State officials.

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